

Vermont Mental Health Performance Indicator Project

DDMHS, Weeks Building, 103 South Main Street, Waterbury, VT 05671-1601 (802-241-2638)

MEMORANDUM

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani
Dave Aylesworth

DATE: January 28, 2000

RE: Children's Services Staff Turnover

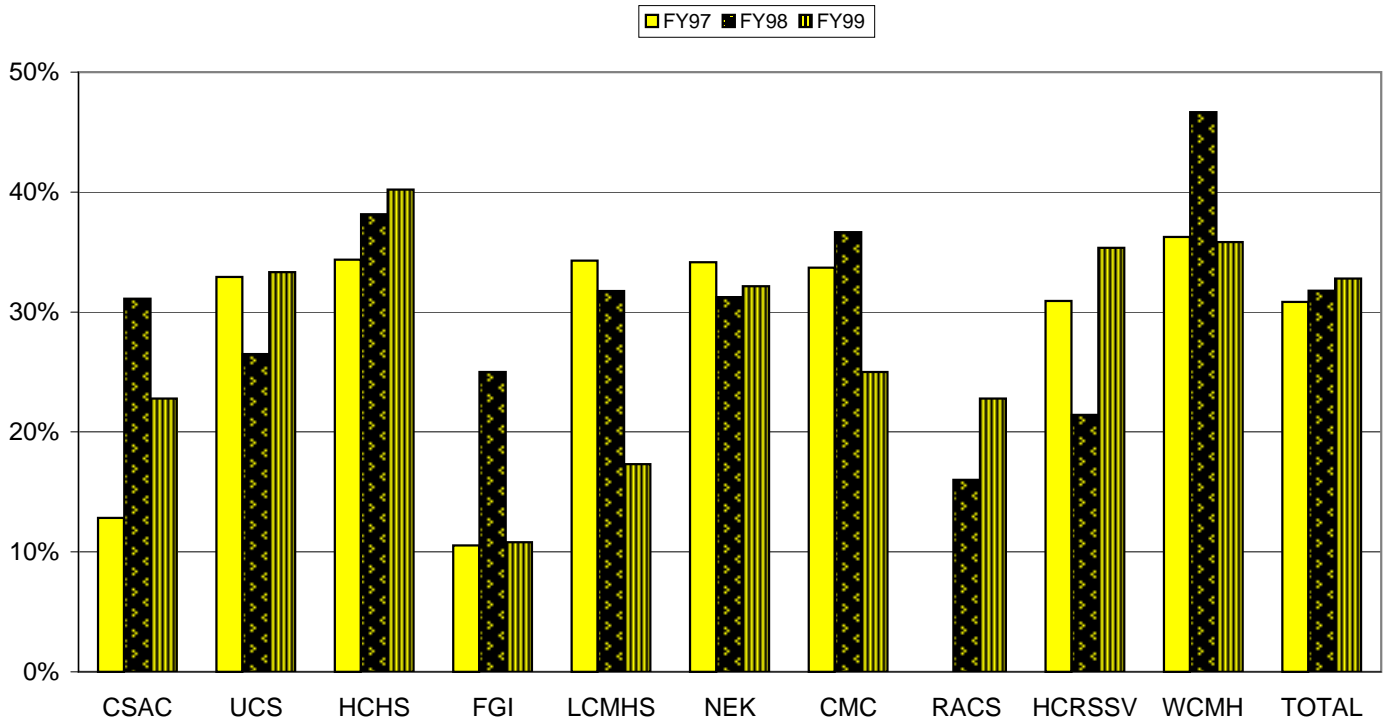
This past December we distributed a report on staff turnover in CRT programs in Vermont. Staff turnover is widely recognized as a potential problem and/or indicator of problems in human service programs. This week's PIP provides the same information on staff tenure and turnover at Vermont's Children's Services programs for FY1997, FY1998, and FY1999.

The first graph and table provide rates at which new staff people joined Children's Services programs during each of these years. As you see, there was little change in representation of new staff in children's services programs during 1997 through 1999. About one third of the staff were new to the agency during each year. A similar number of Children's services staff had been employed for more than two years, although the number of longer-term employees decreased from 25% in 1997 to 30% in 1999. The Children's services programs in Lamoille and Rutland Counties tended to report fewer new employees and more long-term employees than other agencies during this period.

These data indicate that Children's services programs experienced higher staff turnover than CRT programs in Vermont (PIP December 10, 1999). About one third of Children's services staff had been employed by the same agency for more than two years, compared to more than one half of CRT staff. Children's services programs also had more new staff each year (about one in three) than CRT programs (less than one in four).

We look forward to your comments on the quality of data used in this analysis, the utility of this measure of program performance, and your suggestions for further analysis to 802-241-2638 or jpandiani@ddmhs.state.vt.us.

Percent of Child Staff Started During Current Year FY97,FY98,FY99

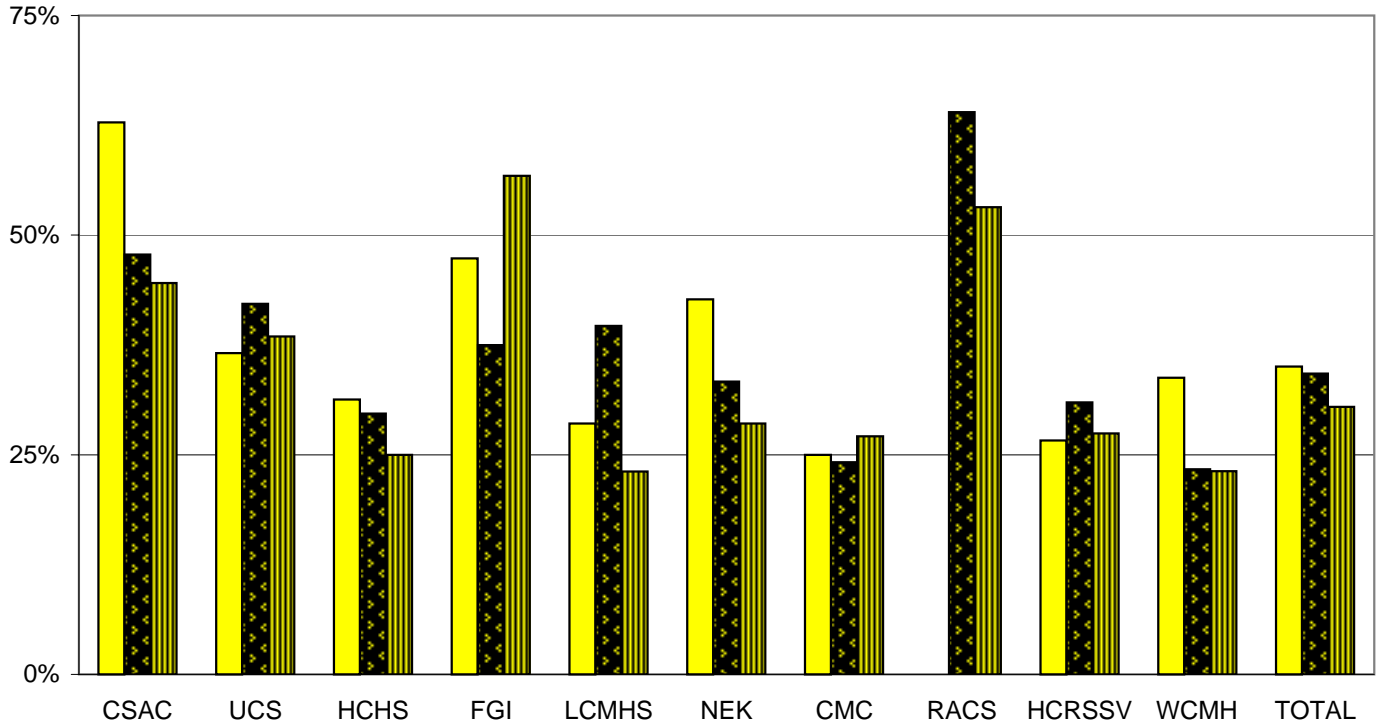


Percent of Staff

Region/Provider	FY97	FY98	FY99
Addison-CSAC	13%	31%	23%
Bennington-UCS	33%	27%	33%
Chittenden-HCHS	34%	38%	40%
Franklin-FGI	11%	25%	11%
Lamoille-LCMHS	34%	32%	17%
Northeast-NEK	34%	31%	32%
Orange-CMC	34%	37%	25%
Rutland-RACS		16%	23%
Southeast-HCRSSV	31%	21%	35%
Washington-WCMH	36%	47%	36%
Statewide	31%	32%	33%

Percent of Child Staff Started More Than Two Years Ago as of FY97,FY98,FY99

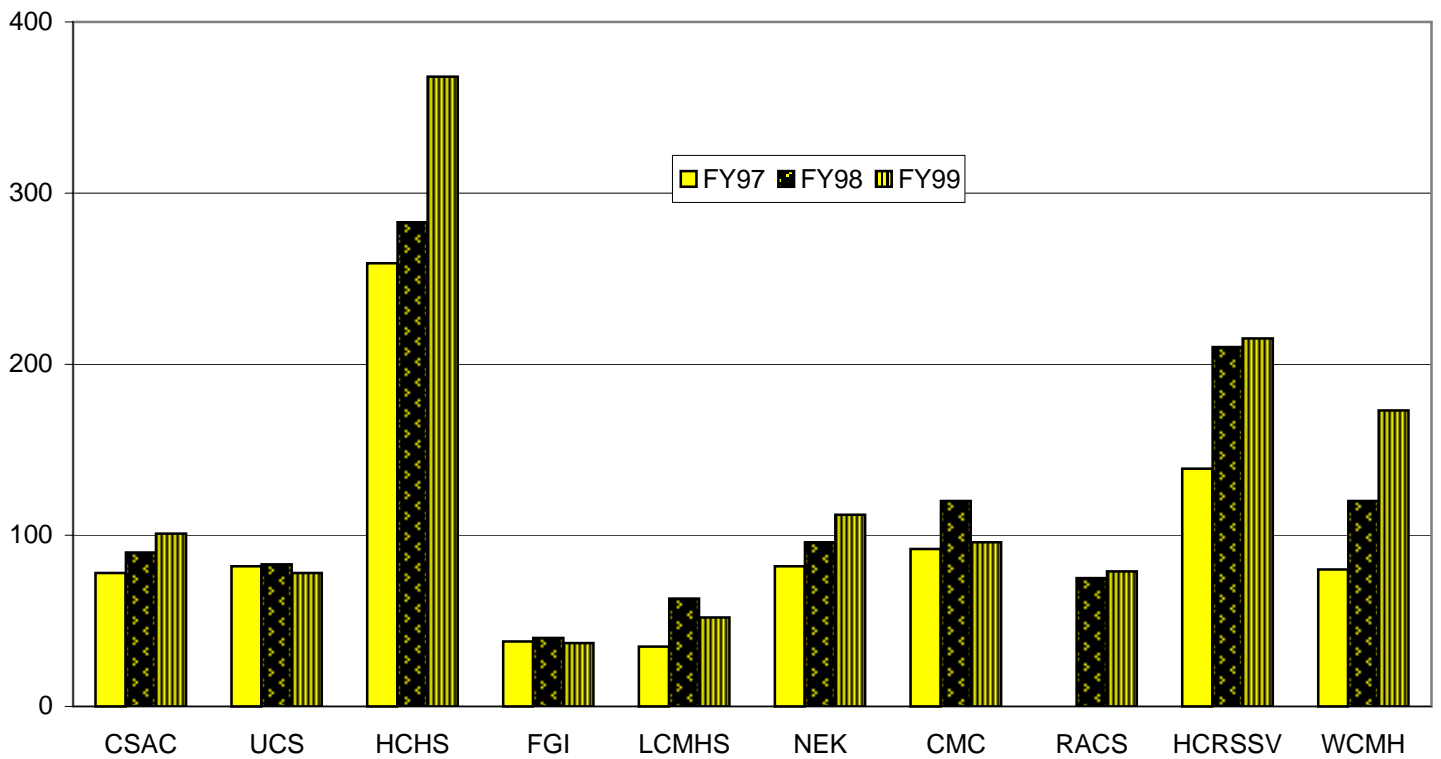
FY97 FY98 FY99



Percent of Staff Started More than Two Years Ago

Region/Provider	FY97	FY98	FY99
Addison-CSAC	63%	48%	45%
Bennington-UCS	37%	42%	39%
Chittenden_HCHS	31%	30%	25%
Franklin-FGI	47%	38%	57%
Lamoille-LCMHS	29%	40%	23%
Northeast-NEK	43%	33%	29%
Orange-CMC	25%	24%	27%
Rutland-RACS		64%	53%
Southeast-HCRSSV	27%	31%	27%
Washington-WCMH	34%	23%	23%
Statewide	35%	34%	30%

**Total Staff Employed By Child Programs
During FY 1997, FY98, FY99**



Number of Staff

Region/Provider	FY97	FY98	FY99
Addison-CSAC	78	90	101
Bennington-UCS	82	83	78
Chittenden-HCHS	259	283	368
Franklin-FGI	38	40	37
Lamoille-LCMHS	35	63	52
Northeast-NEK	82	96	112
Orange-CMC	92	120	96
Rutland-RACS		75	79
Southeast-HCRSSV	139	210	215
Washington-WCMH	80	120	173
Statewide	885	1180	1311